

Diversity Network Meeting Notes

December 13, 2007

AGENDA

- 9:00 Welcome and Introductions
- 9:45 Revisit early vision
 - Review timeline / history
 - Lessons learned
- 9:45 Agenda for today
- 10:15 Role clarification
- 10:40 Future Planning/expectations
- 11:45-1:00 Lunch

What to do?

- Employer Panel
- What results can this group offer?

What we are/what we do

- Recruitment of minorities
 - And retention
 - More than career fairs
 - Goal
- Broader purpose/nature of KDN
 - Impact awareness/attitude
 - Tap passion of leadership

Goal – increase workforce diversity

We are

- Awareness of Diversity Recruitment issues
- Influences of Kansas Government Culture regarding Diversity recruitment
- Leaders of “the effort”
- Statewide Diversity resource trying to increase diversity of Kansas Government
- Strong commitment across group (KDN)
- Network “fits as & label government”

Now what? Role to reality?

- Expanding Network
 - Non- governmental members
 - Community Minority Leaders
 - Business Leaders
 - What partnerships will help meet the goals?
 - Partners as needs assessment
 - Best practice input – spinouts of our work
 - Are there private sector Diversity Councils?
 - Wichita (COG – Career Operations in Government)
 - Broaden regional involvement
 - Schools (high schools)

Topics for Today

- Evaluation? How do we know?
 - Build on successes
- Bringing new people/resources to our network
 - (Infusion of “fresh people/ideas”)
- How do we do our work? Possibilities for more partnering
- Actual role of network itself (clarify, role & future continuity)
- Value to our agencies.... Products for immediate use ...(commerce)
- Future planning /expectations
- Marketing the Diversity Network from web to millenials...
 - Internal recruiters

******* Expand and Network*******

1. Invite members from other networks to attend Kansas Diversity Network (KDN). Lolita Tucker will follow up with Ray Lauber . STAT – Marie follow up on summits and general visit.
2. Make visits to state agency field office to share information about KDN. – Anthony
3. Ask representatives from high schools to attend KDN Meetings (ie diversity councils, career counselors, student government) and go to high schools – Liaisons both directions with Diversity Council – John Williams and Jeremy
4. Research what other Diversity Networks are doing at governmental agencies, public/private services and private businesses. John Williams
5. Development on-line networking and field training sell the business case of diversity management to different state agencies.
6. How to contact municipal, NGO's ? Private?

7. Some cross agency job shadowing – awareness

******* Expand Visibility - Marketing*******

Media/Schools – Joel , Jeremy, John and Michael

- cultural celebration
- Free tv/radio
- Weather service ticker on channel 4/5 can we advertise for free?
- Media plan...tv?
- Focus Groups, Job panels, resumes – Lisa & Jessica

Schools – market state as employer for wide range of degrees

- Relationship with school counselors
- Offer job panels or come out to meet students
- Expand job shadowing
- Focus group high school/students what attracts them to state employment

Virtual Presence –We need to move their

- 2nd life – Marie, Joel, Mike Broadwell
- Millennial connections
- Financial support.... How to have base?
 - Develop reputation
 - Public
 - Within our own agency
 - Need Internal awareness/marketing
 - Internal survey/needs assessments

Accessibility- How others can connect with and utilize us

- Diversity Network on the signature block on emails
- Market KDN to our agencies/employees such as star swoosh or state cars?

Cultural awareness works both ways

Expand on State Employee – especially cultural celebration

Diversity brochures out in lobbies (both agency and public)- Mike Broadwell and Jeremy

- Revamp brochure?

******* Products*******

1. Survey of agency HR Recruiters and Trainers – Martha, Mike B. and Shawn
*90 Days Contact state team for survey results (what are they doing?)
2. Applicant workshops/follow up services/mentoring * STAT Team doing - Leann
*Looking for follow up piece- 180 days
3. Best practices of agencies & private sector – after survey results are compiled 90 days
4. Resource SWAT Team 90 days
5. Branded public relations materials (pens? Bookmarks?)

******* Emerging Issues-trends*******

- In the long term Diversity will increase
- Utilize skills of younger generations by using new means of communication (you tube, my space)
- Changes in work environment to encourage younger more diverse workforce (game rooms, flex time, etc.) Wichita SRS Game Room – Leann
- Collect data on existing and available workforce such as applicant pool, etc. Conduct quarterly reviews of HR data to observe trends in employee departure and new employees (DPS – George)
- Contact other states for trends, best practices
 - IT issues (moving outside the firewall)
 - CareerBuilder.com etc. maybe more accessible for state

******* Strategic Planning*******

- When to contact new entities
 - In regards to product development

Evaluation- What are we accomplishing? (Martha & Joel)

- Survey state agencies about current practices, practices plus outcome numbers and stories
- Data from employee applications
- Should be published
 - Governments Report
 - Website
- Attitude Change
- Body Count
- Other?
- Some data perhaps from Cultural Competency Project

Notes – ASAP 10/12

Next Meeting - 2nd Thursday January 2008

Prioritize and time frame & committee resourcing

Committee involvements (Others who left)

School involvement is time sensitive possible video conferencing for distant members or phone

Mike will consider new date and time

New ideas – 2 day retreat (regents involvement)

Important! (Lessons Learned)

- Market Kansas Government as employer of choice
- Maintain Government Leadership support (more than just a #)
- Do summits a little differently (Mike B., RE: Garden City)
- Build on models and experience in new areas, local engagement
- Timing is crucial
- Help to promote our agencies
- Doing mock interviews (SRS Wichita)
- Interpretation of data from summits, look at each as unique event somewhat
- Summits need to be beginning of more consistent local activities & relationships
- KDN moving from initiator of events to?

10:15 Role Classification- Where to? -Who will KDN be?

- Increased partnering/resource and sharing
- KDN as a Resource (for smaller agencies /entities...)
- Recognition of individual strengths in network
- Better understanding of who we are & are not
- Like to see others step in
- Relationship to “Recruiters Network” – KDN might attend RN – initiate more discussion

We are not an

- Enforcement agency
- Not political
- Supervisor trainers..... we have resources to share
- Not the local authority – requires local partnering

Early Vision

- Minority recruitment and retention
 - Via minority leaders
 - Getting word out to minority communities
- Bring Diversity into outcomes/performance appraisal
- Change the culture!
- Not just service recipients but also providers
- KAR regulations --- now signed section 3
- Interagency coordination
- Products
 - Best practices/models
 - Mechanisms
 - Succession planning and diversity?
 - Surveys
 - How to's
 - Forms
 - Scripts
 - Training Modules
 - Good area for sharing with state trainers and recruiters network
- Emerging Issues – Whats on the Horizon?
 - Generational shifts?
 - Strategies & mindsets
 - Trend tracking
 - Infusion of Diversity into succession planning (KDOT?)
 - News from our own internal diversity groups (put on our agenda every meeting)